
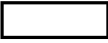


23 February 1968

NOTE FOR: Mr. Bannerman via Mr. 

The points that Mr. Wattles makes in paragraph 3 of his memo would seem to be items that the Office of Personnel can implement without further approval except in one or two cases.

The adoption of the Federal Service Entrance Examination has been previously discussed with the A&E Staff, and you will remember that   has made a voluble case for continuing with the Agency testing program (Federal Career Development Program Examination). I suggest that we might reopen this question once again in view of the comments made by this special study group (page 7, paras 12-14).

The recommendation that a panel of senior officials be appointed to look into the CIA image problem is also one that will require your probable discussion with Colonel White.



2. In regard to the broad subject of campus recruitment, of those campuses we normally visit we are now appearing on about 64%;  23% are being serviced through our established recruitment offices in metropolitan areas; Federal space is being used to service 7% of the campuses where we are not APPEARING . It is on only 6% of the campuses that we have temporarily withdrawn because of student reaction.

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MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT: Report of Study Group on Recruitment

1. Attached is the report of the study group on recruitment which was constituted as the result of the Director's inquiry as to whether there were ~~other~~<sup>other</sup> means of recruiting than going on campus where we were subject to some demonstrations. The essence of the report is that we continue recruiting on the campus and seek to return as early as possible to those campuses from which we have temporarily withdrawn. The suggestion concerning the pre-screening of applicants by adopting the Federal Service Entrance Examination is a proper suggestion, however, I will have a special report for you on this problem which will recommend an alternative to our present campus testing procedure [redacted]

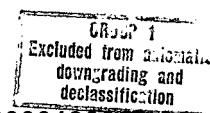
The recommendation concerning a panel of senior officials to improve the Agency image as it relates to the recruitment effort is for your consideration. The other recommendations can readily be implemented and I propose to do so but will await any views or thoughts you may have on this paper.

2. As regards the broad subject of campus recruitment of those campuses which we normally visit we are appearing on about <sup>75%</sup> 75% of these and of the remainder <sup>19%</sup> 19% are being serviced through our established recruitment offices in metropolitan areas. It is on only <sup>3%</sup> 3% and 6% of the campuses that we have temporarily withdrawn because of student reaction.

[redacted]  
R. L. Bannerman  
Deputy Director  
for Support

Att. [redacted]

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Approved For Release 2003/04/29 : CIA-RDP84-00780R002300190061-2

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